



Weighted On-Grid
Average Salaries
1981-82 & 1982-83

April, 1983



TEACHER/BOARD COLLECTIVE AGREEMENTS:
WEIGHTED ON-GRID AVERAGE SALARIES,
1981-82 & 1982-83

This monograph has been prepared by the Education Relations Commission as one of the services to parties involved in negotiations as outlined in the *School Boards and Teachers Collective Negotiations Act*.

The purpose of this publication is:

to provide current and accurate information extracted from written collective agreements in a neutral capacity, to assist the parties during various stages of the negotiation process.

The contents of this monograph are based on collective agreements for the 1981-82 and 1982-83 agreement years filed with the Commission as of the time of publication.

"Teacher/Board Collective Agreements: Weighted On-Grid Average Salaries, 1981-82 & 1982-83" is made available to the parties or others expressing an interest on a request basis.

Enquiries concerning this monograph or requests for further information assistance should be addressed to:

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Collective Bargaining Information: A Bibliography of Selected
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the School Boards and Teachers Collective
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AGREEMENTS ANALYZED

As of the time of publication, 199 or 99.5% of the agreements in force during 1981-82 and 172 or 86.0% of the 1982-83 agreements in Elementary Boards of Education, Secondary Boards of Education and County and District Combined Roman Catholic Separate School Boards were on file with the Education Relations Commission.

Table A indicates a breakdown of the agreements available for analysis in this monograph.

TABLE A
AGREEMENTS AVAILABLE FOR ANALYSIS

	<u>Elementary</u>		<u>Secondary</u>		<u>R.C.S.S.</u>	
	<u>81-82</u>	<u>82-83</u>	<u>81-82</u>	<u>82-83</u>	<u>81-82</u>	<u>82-83</u>
Total number of possible agreements	76		76		48	
Number of agreements available for this monograph	76	69	75	56	48	47

NOTES REGARDING SALARY STATISTICS

The tables which follow detail weighted average on-grid teacher salaries for the years 1981-82 and 1982-83.

The following should be noted:

1. Average salaries reflected in the tables have been computed by weighting the negotiated salary grids by the distribution of on-grid staff, the latter data as of January 31, 1982 and 1983 (see the Commission publication entitled *Teacher Placement*).

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2. Split salary grids have been annualized prior to analysis; where these splits included a change in the number of years to reach maximum, the calculations have been based on the greater number of years.
3. Grid distributions are expressed in full-time equivalents, correct to one decimal place. Teachers with experience greater than that required to reach Category/Group maximum have been placed at maximum.
4. On-grid staff include all school board personnel (including principals and vice-principals) employed under a teaching contract and paid their basic salary in accordance with the salary grid established for teachers. Teachers of the trainable mentally retarded are excluded.
5. Excluded from the analysis are: any and all payments which on-grid staff may have received in the form of allowance (e.g., responsibility, graduate degree, cost-of-living) and all school board personnel (including principals and vice-principals) employed under a teaching contract who are not paid according to the salary grid for teachers.
6. Average salaries have been calculated on an agreement type basis, i.e., Elementary, Secondary and Roman Catholic Separate School. Excluded from the analysis are: District School Area Boards, Protestant Separate School Boards, Isolate Roman Catholic Separate School Boards, Canadian Forces Bases, Hospitals and Treatment Centres, Ontario Hydro Centres and Secondary School Boards.

TABLE 1
DISTRIBUTION OF FULL-TIME EQUIVALENT ON-GRID TEACHING STAFF
ELEMENTARY, JANUARY 31, 1982

Year	Category D	Category C	Category B	Category A1	Category A2	Category A3	Category A4	Year Total
0	29.4	7.5	3.0	167.1	370.3	187.8	100.5	865.6
1	4.1	2.3	2.0	84.5	380.3	166.2	137.4	776.8
2	14.3	7.0	8.8	61.0	332.1	149.1	227.3	799.6
3	32.6	12.2	13.5	64.8	302.2	162.1	239.3	826.7
4	65.2	41.9	16.4	57.2	426.7	251.0	318.2	1,176.6
5	537.9	42.3	31.5	78.6	505.0	310.7	432.6	1,938.6
6	585.8	319.4	68.2	121.7	631.8	313.5	496.0	2,536.4
7	331.0	653.7	105.7	101.5	526.6	264.3	401.8	2,384.6
8	33.1	1,265.4	572.7	99.8	552.5	313.2	340.0	3,176.7
9	30.5	1,932.8	853.3	187.3	956.1	487.4	544.2	4,991.6
10		34.6	2,711.0	583.2	2,817.4	2,659.7	2,482.4	11,288.3
11			564.6	210.9	1,647.6	1,713.6	1,421.6	5,558.3
12			153.6	30.0	356.4	800.0	895.3	2,235.3
13						98.5	106.8	205.3
14							16.5	16.5
Category Total	1,663.9	4,319.1	5,104.3	1,847.6	9,895.0	7,877.1	8,159.9	38,776.9

TABLE 1A
WEIGHTED AVERAGE ON-GRID TEACHER SALARIES BY CELL,
CATEGORY AND YEARS OF EXPERIENCE
ELEMENTARY, 1981-82

Year	Category D	Category C	Category B	Category A1	Category A2	Category A3	Category A4	Year Average
0	13,100	14,028	14,662	17,307	18,135	19,685	20,571	18,376
1	13,967	15,006	15,860	18,440	19,118	20,887	22,019	19,888
2	14,918	16,348	17,004	19,414	20,420	22,177	23,432	21,356
3	15,928	16,926	18,305	20,744	21,550	23,433	24,724	22,432
4	17,173	17,762	19,049	21,682	22,807	24,867	26,234	23,574
5	18,299	19,121	20,192	22,996	24,083	26,276	27,880	23,461
6	18,336	21,329	21,053	24,190	25,272	27,729	29,386	24,116
7	20,473	21,345	22,273	24,995	26,421	29,087	30,857	25,002
8	19,987	21,793	24,565	26,389	27,549	30,277	32,120	25,361
9	18,970	22,509	24,780	28,248	29,183	31,615	33,288	26,434
10		22,146	25,781	29,059	30,370	34,144	36,301	31,418
11			24,938	28,909	30,660	34,043	36,464	32,540
12			25,986	29,401	30,234	34,060	36,269	33,718
13						33,686	36,728	35,268
14							35,972	35,972
Category Average	18,568	21,909	25,153	25,632	27,496	31,695	33,296	28,167

TABLE 2
DISTRIBUTION OF FULL-TIME EQUIVALENT ON-GRID TEACHING STAFF
SECONDARY, JANUARY 31, 1982

Year	Group 1	Group 2	Group 3	Group 4	Year Total
0	213.1	156.2	202.7	60.7	632.7
1	116.2	156.1	183.5	141.0	596.8
2	82.2	135.0	72.3	360.9	650.4
3	77.2	112.9	108.5	488.4	787.0
4	67.0	135.3	129.0	595.3	926.6
5	93.3	196.9	162.8	779.9	1,232.9
6	92.9	207.6	176.0	840.2	1,316.7
7	113.5	186.1	162.4	963.7	1,425.7
8	87.5	168.0	137.6	899.5	1,292.6
9	232.8	349.5	233.7	1,401.3	2,217.3
10	898.3	1,537.7	1,734.6	7,120.4	11,291.0
11	438.8	966.1	1,384.2	5,088.2	7,877.3
12	64.5	196.8	373.4	2,588.5	3,223.2
13			87.5	349.4	436.9
Group Total	2,577.3	4,504.2	5,148.2	21,677.4	33,907.1

TABLE 2a
WEIGHTED AVERAGE ON-GRID TEACHER SALARIES BY CELL,
GROUP AND YEARS OF EXPERIENCE
SECONDARY, 1981-82

Year	Group 1	Group 2	Group 3	Group 4	Year Average
0	17,400	18,215	19,831	20,841	18,710
1	18,555	19,470	21,134	22,319	20,477
2	19,699	20,590	22,223	23,671	22,368
3	20,980	21,891	23,999	25,145	24,112
4	22,070	23,225	25,130	26,559	25,549
5	23,142	24,350	26,702	28,140	26,966
6	24,278	25,538	27,921	29,583	28,349
7	25,529	26,721	29,426	31,061	29,868
8	26,562	27,854	30,722	32,380	31,221
9	29,019	30,209	32,640	34,469	33,033
10	29,250	30,756	34,340	36,296	34,680
11	29,184	30,944	34,360	36,773	35,212
12	29,450	30,555	34,408	36,545	35,789
13			34,128	36,561	36,074
Group Average	26,367	28,370	31,896	34,512	32,680

TABLE 3
DISTRIBUTION OF FULL-TIME EQUIVALENT ON-GRID TEACHING STAFF
R.C.S.S., JANUARY 31, 1982

Year	Category D	Category C	Category B	Category A1	Category A2	Category A3	Category A4	Year Total
0	7.5	10.5	7.5	126.7	350.2	188.1	63.9	754.4
1	6.0	9.5	7.0	84.6	341.9	150.0	86.3	685.3
2	16.1	13.1	7.0	65.6	316.9	136.2	182.9	737.8
3	21.5	25.5	21.4	58.9	271.3	167.5	221.8	787.9
4	37.6	29.0	17.7	57.0	288.8	155.4	244.5	830.0
5	162.6	30.7	32.1	71.6	357.3	218.1	269.1	1,141.5
6	488.8	57.6	35.1	62.5	278.8	180.4	293.3	1,396.5
7	311.5	279.6	61.3	60.2	235.5	150.8	300.2	1,399.1
8	197.9	543.9	248.0	55.9	287.0	155.1	251.0	1,738.8
9	0.5	1,001.0	291.6	41.6	290.9	174.7	203.9	2,004.2
10	5.5	262.7	1,112.9	202.5	934.5	652.4	933.3	4,103.8
11			538.4	88.0	887.9	689.4	524.8	2,728.5
12			126.9	118.1	541.8	603.5	771.9	2,162.2
13					55.7	101.2	252.3	409.2
14					50.2	50.2	62.4	112.6
Category Total	1,255.5	2,263.1	2,506.9	1,093.2	5,438.5	3,773.0	4,661.6	20,991.8

TABLE 3a
WEIGHTED AVERAGE ON-GRID TEACHER SALARIES BY CELL,
CATEGORY AND YEARS OF EXPERIENCE
R.C.S.S., 1981-82

Year	Category D	Category C	Category B	Category A1	Category A2	Category A3	Category A4	Year Average
0	13,885	14,172	15,585	17,181	17,961	19,965	20,457	18,399
1	14,367	15,274	16,622	18,242	19,170	21,190	21,897	19,719
2	14,730	16,138	17,558	19,205	20,324	22,437	23,495	21,178
3	15,810	16,750	18,065	20,386	21,449	23,716	24,783	22,392
4	16,714	17,931	19,216	21,532	22,534	24,852	26,137	23,465
5	17,804	18,662	20,040	22,537	23,768	26,189	27,393	23,916
6	18,461	19,479	21,093	23,589	24,877	27,686	28,890	23,462
7	19,747	21,508	22,231	24,695	26,007	28,617	30,274	24,689
8	20,160	21,459	24,149	25,989	26,979	29,969	31,750	24,996
9	18,871	22,319	24,422	27,095	28,077	31,107	33,149	25,427
10	19,475	22,691	25,168	28,499	29,982	33,578	35,789	30,015
11			25,780	28,888	30,216	33,471	35,633	31,162
12			24,633	28,622	30,786	33,714	35,778	32,906
13					30,544	33,885	36,328	34,937
14						33,551	37,564	35,775
Category Average	18,775	21,712	24,714	24,018	26,166	30,043	32,236	27,003

TABLE 4
DISTRIBUTION OF FULL-TIME EQUIVALENT ON-GRID TEACHING STAFF
ELEMENTARY, JANUARY 31, 1983

Year	Category D	Category C	Category B	Category A1	Category A2	Category A3	Category A4	Year Total
0	18.6	4.0	4.0	116.9	254.9	145.2	92.2	635.8
1	2.1	2.8	1.0	66.7	360.9	156.7	123.5	713.7
2	11.0	3.1	4.0	49.6	297.8	171.0	157.2	693.7
3	31.0	13.1	11.0	34.7	245.1	159.3	223.5	717.7
4	39.3	21.5	14.4	46.5	230.2	161.6	247.9	761.4
5	442.9	50.1	15.4	51.8	319.0	265.3	317.2	1,461.7
6	462.7	265.0	40.5	59.8	378.2	294.0	410.5	1,910.7
7	279.3	481.9	60.3	104.1	478.2	309.5	477.9	2,191.2
8	26.7	1,006.8	477.7	73.0	405.0	262.3	391.5	2,643.0
9	30.0	1,724.0	667.1	136.7	817.6	430.9	492.7	4,299.0
10	16.0		2,468.6	546.5	2,294.2	2,685.6	2,744.0	10,754.9
11			542.5	178.4	1,439.6	1,564.1	1,622.1	5,346.7
12			63.6	30.5	298.6	844.9	849.9	2,086.8
13						113.0	148.4	261.4
14							27.0	27.0
Category Total	1,343.6	3,588.3	4,370.1	1,495.2	7,819.3	7,563.4	8,324.8	34,504.7

TABLE 4a
WEIGHTED AVERAGE ON-GRID TEACHER SALARIES BY CELL,
CATEGORY AND YEARS OF EXPERIENCE
ELEMENTARY, 1982-83

Year	Category D	Category C	Category B	Category A1	Category A2	Category A3	Category A4	Year Average
0	14,112	14,744	16,289	18,949	19,868	21,739	22,671	20,310
1	16,285	16,703	16,742	20,074	21,261	23,148	24,167	22,028
2	16,438	17,873	18,954	21,509	22,515	24,536	25,931	23,578
3	17,671	18,122	19,826	22,637	23,887	26,138	27,419	24,990
4	19,559	19,759	21,223	23,845	25,051	27,398	28,954	26,241
5	20,356	20,736	22,397	25,289	26,575	29,051	30,701	25,746
6	20,275	24,337	23,422	26,628	28,090	30,594	32,465	26,858
7	22,443	23,374	24,593	28,014	29,390	32,274	34,249	28,451
8	22,222	24,034	27,901	28,983	30,653	33,746	35,855	28,580
9	21,625	24,817	27,279	31,836	33,334	36,059	38,006	29,658
10		24,664	28,273	31,910	33,613	37,720	39,966	34,934
11			27,542	31,991	33,860	37,336	40,241	36,110
12			28,456	32,398	33,501	37,846	40,205	37,819
13						37,174	40,215	38,901
14							39,494	39,494
Category Average	20,617	24,232	27,809	28,716	30,661	35,239	37,331	31,769

TABLE 5
DISTRIBUTION OF FULL-TIME EQUIVALENT ON-GRID TEACHING STAFF
SECONDARY, JANUARY 31, 1983

Year	Group 1	Group 2	Group 3	Group 4	Year Total
0	119.3	97.8	146.2	18.6	381.9
1	76.5	105.1	119.0	54.2	354.8
2	61.8	109.6	110.8	134.5	416.7
3	48.7	85.1	56.3	255.9	446.0
4	31.0	67.5	78.6	331.0	508.2
5	37.7	80.2	95.7	409.2	622.8
6	52.7	135.2	125.9	539.1	852.9
7	53.3	126.7	108.1	542.3	830.4
8	71.6	108.4	105.4	617.2	902.6
9	183.6	275.9	159.2	1,004.4	1,623.1
10	435.3	824.6	938.8	3,804.7	6,003.4
11	300.6	622.7	898.8	4,025.2	5,847.3
12	67.0	190.9	329.7	1,990.9	2,578.5
13			92.7	324.5	417.2
Group Total	1,539.1	2,829.7	3,365.2	14,051.8	21,785.8

TABLE 5a
WEIGHTED AVERAGE ON-GRID TEACHER SALARIES BY CELL,
GROUP AND YEARS OF EXPERIENCE
SECONDARY, 1982-83

Year	Group 1	Group 2	Group 3	Group 4	Year Average
0	19,263	20,000	22,050	22,921	20,697
1	20,339	21,503	23,493	24,571	22,388
2	21,428	22,801	24,838	26,316	24,273
3	22,908	23,907	26,104	27,731	26,269
4	24,226	25,350	27,700	29,212	28,161
5	25,209	26,920	29,159	30,873	29,758
6	26,582	28,144	30,843	32,637	31,286
7	28,080	29,493	32,311	34,083	32,766
8	29,539	30,791	33,855	35,652	34,374
9	32,255	33,611	35,629	37,502	36,063
10	32,030	33,827	37,753	39,932	38,180
11	32,300	34,236	38,024	40,751	39,204
12	32,672	33,561	38,076	40,487	39,462
13			37,444	40,283	39,652
Group Average	29,089	31,237	34,907	38,435	36,295

TABLE 6
DISTRIBUTION OF FULL-TIME EQUIVALENT ON-GRID TEACHING STAFF
R.C.S.S., JANUARY 31, 1983

Year	Category D	Category C	Category B	Category A1	Category A2	Category A3	Category A4	Year Total
0	4.6	8.5	7.0	83.9	260.2	175.5	78.5	618.2
1	2.8	3.0	8.4	68.9	370.1	190.4	102.5	746.1
2	7.7	8.0	6.5	62.2	309.3	157.2	116.4	667.3
3	15.9	11.5	16.0	56.5	279.2	172.0	220.8	771.9
4	26.3	31.8	18.5	48.3	239.2	193.5	250.7	808.3
5	113.1	29.3	29.4	46.2	239.8	173.9	255.9	887.6
6	434.1	42.4	34.3	53.4	291.2	228.0	304.6	1,388.0
7	267.2	225.7	36.1	46.4	253.6	179.1	300.2	1,308.3
8	172.5	433.9	195.0	51.7	220.7	151.3	311.6	1,536.7
9	12.5	998.6	228.3	38.8	257.2	179.1	256.6	1,971.1
10	14.5	278.2	1,146.3	197.7	924.4	732.7	1,088.8	4,382.6
11			589.8	88.7	1,018.4	918.1	809.4	3,424.4
12			37.5	73.8	365.9	625.5	819.1	1,921.8
13					60.0	48.5	162.3	270.8
14						71.2	77.1	148.3
Category Total	1,071.2	2,070.9	2,353.1	916.5	5,089.2	4,196.0	5,154.5	20,851.4

TABLE 6a
WEIGHTED AVERAGE ON-GRID TEACHER SALARIES BY CELL.
CATEGORY AND YEARS OF EXPERIENCE
R.C.S.S., 1982-83

Year	Category D	Category C	Category B	Category A1	Category A2	Category A3	Category A4	Year Average
0	14,130	15,306	16,683	18,811	19,908	22,151	22,900	20,633
1	15,545	16,009	18,860	20,171	21,122	23,449	24,322	22,001
2	16,788	17,655	19,886	21,522	22,564	24,851	25,994	23,453
3	17,475	18,663	20,390	22,505	23,699	26,268	27,350	24,956
4	18,474	19,469	21,324	23,861	24,980	27,660	28,998	26,289
5	19,452	20,716	22,435	25,127	26,270	29,000	30,483	26,781
6	20,578	21,638	23,146	26,137	27,490	30,430	31,795	26,418
7	21,777	23,666	24,378	27,383	28,825	31,984	33,622	27,855
8	22,404	23,633	27,090	28,568	29,900	33,095	35,165	28,270
9	21,951	24,786	26,620	30,053	31,147	34,590	36,644	28,349
10	23,002	25,231	27,913	31,654	33,156	37,124	39,582	33,440
11			28,332	31,994	33,762	37,277	39,725	35,133
12			28,336	31,534	34,155	37,477	39,756	37,409
13					34,057	37,051	39,826	38,051
14						37,409	41,921	39,755
Category Average	20,935	24,165	27,448	26,867	29,153	33,453	36,100	30,525

POOR

QUALITY

ORIGINAL

